

Federal Emergency Management Agency
Directives Management System



FEMA

Under Secretary's Policy

No.
6-04

Date
September 30, 2004

SUBJECT: Civil Rights Program

1. It is the policy of the Department of Homeland Security (DHS), Emergency Preparedness and Response Directorate, Federal Emergency Management Agency (FEMA), to ensure that the Civil Rights of all persons receiving services or benefits from agency programs and activities are protected. No person shall, on the grounds of race, color, national origin, sex, religion, age, disability, or economic status, be denied the benefits of, be deprived of participation in, or be discriminated against in any program or activity conducted by or receiving financial assistance from FEMA. In particular, all personnel carrying out Federal major disaster or emergency assistance functions, including the distribution of supplies, the processing of applications, and other relief and assistance activities, shall perform their work in an equitable and impartial manner without discrimination. It is Directorate policy to prohibit such discrimination in any programmatic guidelines, procedures, or other directives. All valid complaints of Civil Rights violations will be investigated promptly, and any settlement will be enforced, if necessary, by administrative, legal, or judicial means.

2. This Under Secretary's Policy Statement supersedes Director's Policy Statement No. 8-03, Civil Rights Program, dated September 2, 2003.

3. The Directorate supports and implements to the fullest extent the following Civil Rights statutes, with their attendant regulations: Title VI of the Civil Rights Act of 1964; the Fair Housing Act of 1968; Title IX of the Higher Education Amendments of 1972; Sections 504 and 508 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Sections 308-309 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act of 1988, as amended; and Title II the Americans with Disabilities Act of 1990.

4. These prohibitions extend to all entities receiving Federal financial assistance from the Directorate, including State and local governments, educational institutions, and any organization of any type obtaining benefits through the Infrastructure or Mitigation Programs. All local boards and their participating charitable organizations receiving aid from the Emergency Food and Shelter Program are covered in a like manner.

Distribution: J(AllPersHqFld), and <http://cio.fema.net/rm/dm/current.html>

5. As a Directorate, our goals are to protect lives and prevent the loss of property; to reduce human suffering and enhance the recovery of communities after disaster strikes; and to ensure that FEMA is a high-performance organization serving the public in a timely and cost-efficient manner. We will not truly fulfill these goals unless we also protect precious rights and prevent discrimination. I expect support from every employee of FEMA in carrying out our Civil Rights mandates.

A handwritten signature in black ink, reading "Michael D. Brown". The signature is fluid and cursive, with a horizontal line drawn underneath it.

Michael D. Brown
Under Secretary
Emergency Preparedness and Response